



**Vote NO on mandatory minimum wage and paid sick leave act**

The Greater Phoenix Chamber of Commerce opposes the Fair Wages and Healthy Families Act.

The proposal mandates a \$12 per hour minimum wage in Arizona by 2020. Furthermore, the proposition increases burdens on employers by requiring mandatory paid sick time for all employees.

Arizona's minimum wage law already allows for annual hourly wage increases that are far above the federal minimum wage. If this proposition passes, the minimum wage in our state will increase by nearly 50 percent in just four years.

It is understood that minimum wage laws have negative economic consequences and often hurt those most that they are intended to help. Minimum wage hikes typically have no net effect on low-income families and do little, if anything, to reduce poverty rates. Our chamber, through Phoenix Forward, our economic development platform, is working to create job opportunities - not establish an arbitrary wage floor.

Artificially inflating labor costs forces business owners to lay off workers, reduce hours or increases prices. Often, the only solution that remains is a combination of all three of those job-killing options. In addition, this proposition places Arizona at a competitive disadvantage against other states in attracting businesses here that are looking to expand operations.

This proposition places undue regulatory and bureaucratic burdens on employers because it empowers local governments to raise the minimum wage and paid sick time levels above the state minimum. This can create a patchwork of employment laws across our state that would be almost impossible for business to navigate successfully.

This proposal is bad for businesses, bad for employees it is designed to help and bad for the state.

We urge you to join business in voting NO.

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